

Athena Swan Ireland Scoring Scale

Criterion evaluation	Award recommendation and actions
0- Invalid The application cannot be assessed as it does not make use of the correct application form or is incomplete.	The application is identified by Advance HE in a pre-assessment check and returned to the applicant.
1- Not satisfied The application does not satisfy the award criterion.	No award. The applicant will be supported to apply in a future award round: • areas requiring improvement are captured via the panel's written feedback; • the applicant is offered a feedback session with an Advance HE staff member.
2- Partially satisfied The application partially satisfies the criterion but there are weaknesses and therefore areas requiring improvement.	No award: revisions requested. Areas requiring improvement are captured in the revisions request template (see Appendix 5). The revisions request process may be used by applicants to resubmit the application within 12 weeks for approval by the chair's action.
3- Satisfied The criterion is addressed satisfactorily. Some shortcomings or areas requiring development may be identified.	Award conferred. Any areas for development are captured in the panel's written feedback to help the applicant identify key next steps and strengthen their future work.
4- Fully satisfied The application fully addresses the criterion. Any shortcomings are minor.	Award conferred. Advice for translating good practice or working towards higher-level awards is captured in the panel's feedback, where appropriate.